

# Nursing Excellence Is All Around You

Our Professional Practice Model: Impacting Patient Outcomes



2013 Nursing Annual Report

## Message from Chief Nursing Officer Nancy Semerdjian



As we continue to face both significant opportunities and growing challenges in the world of healthcare, building patient loyalty has never been more important. Our nurses and their commitment to excellence are critical to NorthShore University HealthSystem's (NorthShore's) patient loyalty success.

Nurses—and the care they deliver on a daily basis—play an essential role in impacting patient outcomes, a value that

is aptly reflected in our new Professional Practice Model. Our relationship-based care results in beneficial and real connections with patients. These are connections that begin with the initial bedside meeting.

We, as nurses, pride ourselves on our connections with patients, as well as our professional relationships with our peers, physicians and other care team partners.

Recognition like The Leapfrog Group's "Top Hospitals" designation earned by Evanston and Glenbrook Hospitals and the "A" grades earned at all four NorthShore Hospitals,

including Highland Park and Skokie, confirm our patient safety and quality performance which are inextricably linked to nursing care.

This year, we also were tremendously honored with a \$115,000 grant from the North Suburban Healthcare Foundation to support nursing research fellows. The NorthShore Nurse Research Fellowship Training Program will provide intense training and support for nurses interested in pursuing clinical research, advancing our emphasis on nursing research and innovation. This and other generous philanthropic support of NorthShore nursing are a testament to both the public recognition of the importance of nursing in patient care and the superior care our nurses provide each and every day.

I could not be more proud of the team of Magnet-recognized nurses caring for patients through NorthShore Home Health and our four hospitals. We look forward to the opportunities ahead and remain dedicated to providing the highest level of professional, compassionate care for the patients and families we are so privileged to serve.

A handwritten signature in black ink that reads "Nancy Semerdjian".

Nancy Semerdjian, RN, MBA, CNA-BC, FACHE  
Chief Nursing Officer  
NorthShore University HealthSystem

## Message from Mark R. Neaman

President and Chief Executive Officer, NorthShore University HealthSystem



Nursing excellence at NorthShore University HealthSystem is truly all around you. Every day, 2,500 nurses help ensure exceptional care and extraordinary experiences for the patients we are privileged to serve. Our nurses' efforts are fueled by an unwavering commitment to not only clinical excellence, but compassion in the lives touched across the NorthShore System of Caring.

The Professional Practice Model reflects the essence of nursing. NorthShore nurses are a driving force in our systemwide quality initiatives, accomplished in unison with the interdisciplinary healthcare team, to impact patient outcomes. Nursing has initiated important new research studies to validate and increase the body of knowledge related to nursing practice. These are just some of the reasons why NorthShore became the first in Illinois to earn nursing's most prestigious honor—Magnet status—across the entire system!

My personal congratulations and thanks to our entire nursing team for their outstanding professionalism in support of NorthShore's mission to "preserve and improve human life."

A handwritten signature in black ink that reads "Mark R. Neaman".

Mark R. Neaman  
President and Chief Executive Officer  
NorthShore University HealthSystem

NorthShore employs approximately **2,462** nurses, and **65** percent are bachelor's degree prepared.

Advanced Practice Nurses (APNs) are an integral part of our care delivery system.

**135** APNs provide patient care throughout NorthShore in a wide variety of clinical specialty areas.

**582** NorthShore nurses personify professionalism and have advanced their knowledge through professional certification in a clinical or functional area of specialty.

Within a healthcare system like NorthShore, communication among nurses across multiple sites is critical. NorthShore's Hospital Nursing Councils and shared decision-making councils are a primary means of communication and decision making for nurses across the health system.

**160** nurses serve on these councils, which include the Clinical Practice Council, Professional Development and Education Council, Research Council, and Management and Operations Council. ■

## Our Professional Practice Model

In 2013, NorthShore nurses adopted a new Professional Practice Model (PPM), developed by a team of nursing colleagues across all four hospitals, Home Health, inpatient, outpatient and multiple specialties. The PPM is a framework that supports NorthShore nurses in everyday practice, and aligns with both the NorthShore mission and ongoing quality and safety programs.

Under the PPM, NorthShore nursing excellence is achieved through five tenets:

- **Shared Decision Making**
- **Patient Care Delivery System**
- **Professional Values**
- **Professional Relationships**
- **Recognition and Rewards**

The PPM logo (right) holds symbols of significance to all nurses:

The silhouette of the patient/family member represents our Relationship-Based Care Model—putting the patient and family at the center of nursing care.

The hand represents the kind, gentle, collaborative manner in which NorthShore nurses treat their patients and families, creating connections to build relationships and customer loyalty.

The stethoscope with a heart symbolizes clinical excellence, compassionate care and innovative treatments NorthShore nurses deliver to their patients.

The bouquet symbolizes the empathy and special quality that goes above and beyond in each interaction NorthShore nurses have with their patients. ■



Nursing is the backbone of the superior care provided 24/7 at NorthShore. Our long-standing tradition of excellence is supported by a legacy of talented, compassionate nurses who have always shown a true commitment to professional and empathetic care.



## Professional Opportunities

NorthShore provides our nurses with professional opportunities in a wide variety of practice settings, including:

- Clinical (inpatient and outpatient)
- Administration
- Research
- Home Health
- Hospice
- School-Based Care
- Medical Informatics
- Quality and Continuity of Care



## Colleagues Collaborate to Improve Outcomes



Research indicates that alarm fatigue can be a significant issue in most hospital critical care settings. Unnecessary alarms become a nuisance for patients, families and staff alike, and also can undermine patient safety.

When NorthShore Nursing's Critical Care Performance Improvement Committee decided to develop a new Intensive Care Unit (ICU) critical alarms policy, staff nurses Amy Dworkin, RN, and Dan Shea, RN, stepped up to lead the effort.

Dworkin, an Evanston Hospital ICU nurse, and Shea, a Highland Park Hospital ICU nurse, led a multidisciplinary, collaborative team in an effort to reduce nuisance alarms and achieve optimal patient outcomes.

The pair began with a thorough literature review and a comprehensive assessment of all current alarm settings on two distinct monitoring systems used at NorthShore's four hospitals. Dworkin and Shea also completed a survey of 100 patients and families to assess their preferences and understanding of alarms and tracked the number of alarms for the month before launching the new protocol. They helped draft two new policies, which were initially rolled out in a pilot phase in two units.

Both Shea and Dworkin said the initiative was an opportunity for personal growth and development, and an important opportunity to improve patient outcomes. "I've been a bedside nurse for more than five years, and at NorthShore I continue to expand my views of what nurses can do," Shea said.

"I felt very supported by everyone involved, and I do believe when we work as a team we can accomplish more," said Dworkin. "I felt empowered as a nurse to be able to help make changes for our goals of quality improvement."

Critical Care Nurse Practitioner Jacquie Steuer, ACNP-BC, was a great mentor, offering support to Shea and Dworkin to help them develop an abstract that was accepted for presentation at the American Association of Critical-Care Nurses National Teaching Institute in Denver, and NorthShore's nursing Grand Rounds.

"This has been a great learning experience," added Shea. "While we're still in the pilot phase and looking at early data, we've already reduced the number of alarms and I like what I see so far in terms of our goal to improve patient outcomes." ■

Amy Dworkin, RN, and Dan Shea, RN

## Teamwork Leads to Best Practices

The so-called “skin-to-skin” nursing-led initiative at Highland Park Hospital puts healthy newborn infants in direct contact with their mothers immediately after delivery for at least 60 minutes. It also encourages that contact as much as possible.

While it reflects evidence-based practice, the skin-to-skin initiative also affirms the instincts and experience of veteran labor, delivery, recovery and postpartum (LDRP) nurses like Susan Simon, RN, and lactation consultant Cecelia Deslauriers, RN, FILCA.

Research shows that early skin-to-skin contact improves breast feeding outcomes and a mother’s attachment, and helps to regulate the baby’s body temperature and blood glucose levels. After 32 years of caring for babies and moms, Simon has seen the immediate benefits. “The baby looks calm and doesn’t cry, vital signs stabilize and it makes the mother feel successful,” Simon said. “Anything we can do to help a new mom feel successful is wonderful.”

Deslauriers, who has 28 years of experience at Highland Park Hospital, helps educate LDRP nurses on the benefits of

skin-to-skin and is a significant resource to both her colleagues and new moms.

“Putting babies on mothers’ chests places them back in an environment where they’re meant to thrive and flourish. It aids the transition for the newborn and increases the mother’s confidence. It’s great for dads, too,” added Deslauriers.

Neither Simon nor Deslauriers can imagine a nursing career that does not involve babies. “I’m here with people at the happiest times of their lives. To help them get off to the best start possible is really a gift,” Deslauriers said.

“I have a lot of life experience and a lot of patience. I understand that being a modern parent today is not always easy,” explained Simon. “I love what I do. If I pass a room and a baby is crying, I’ll always walk in and talk with the parents and go over the possibilities of what it could be.”

In addition to decades of experience, Simon and Deslauriers each say their own desire to keep learning—and NorthShore’s emphasis on continuing education—are important to their success

“I think everybody here is dedicated to what’s best for moms, dads and babies,” said Deslauriers. ■



Lactation consultant Cecelia Deslauriers, RN, FILCA (left) and Susan Simon, RN





*Ann Puglisi, RN, with Sandy and Ron Schutz*

## Building Relationships One Patient at a Time

Hope is one of the greatest gifts any cancer patient can receive. Gynecological oncology collaborative nurse Ann Puglisi, RN, not only understands the intrinsic value of hope. She also forges authentic connections with patients, maximizing their quality of life and positive focus.

Puglisi knew early in her career that caring for oncology patients was her true passion. “I feel grateful that I can be there for people at such a vulnerable time,” Puglisi said. “I get so much from the patients. I also have had the privilege to work with some amazing people who really teach you about what’s important in life.”

Ovarian cancer patient Sandy Schutz and her husband Ron have provided Puglisi with some of those powerful lessons. Their gratitude led the couple to establish an Ovarian Cancer Research Fund supporting the pioneering research of Gustavo Rodriguez, MD, and an Oncology Nursing Professional Development Fund in Puglisi’s honor. The couple’s very generous donations will help advance critical research and provide countless opportunities for advanced education for oncology nurses at NorthShore Kellogg Cancer Center—all of which will pay dividends for future generations.

“Sandy is definitely a fighter. No matter what we tell her, she’s ready to fight,” Puglisi said. “The fact that she’s always thinking about other people as she faces cancer is incredible!”

Fighting the cancer as a team, Sandy and Ron Schutz describe Kellogg Cancer Center as a “safe haven.” They point to Dr. Rodriguez as the wonderful leader of their exceptional “A-team” and Puglisi and her fellow oncology nurses as essential to their battle.

“We appreciate how talented Ann is in her own way and as a partner with Dr. Rodriguez,” Sandy Schutz said. “She’s very passionate about what she does, and she has such great compassion.”

“She’s a believer,” added Ron Schutz.

Philanthropic support designated specifically for nurses is especially gratifying to Puglisi and a reminder of how important nurses are to patients’ experiences. “I think one of the reasons Kellogg Cancer Center is so special is our nurses,” Puglisi noted. “As a collaborative nurse, I’m the link between the patient and the doctor. I also know that when the patient goes for their treatment, they’re with another nurse who cares just as much as I do.” ■

## Trained to Be Care Leaders

Sexual assault takes a significant and often ongoing toll on survivors and their families. Emergency Department nurses are often at the frontline of caring for these traumatized patients, and their ability to provide compassionate and professional care can make an enormous difference.

Sexual Assault Nurse Examiners (SANE) go through rigorous training to provide comprehensive care, including forensic evidence collection and emotional support for sexual assault patients. In addition to mitigating emotional trauma, SANE programs across the country have positively impacted successful prosecution rates of sexual assault criminals.

Glenbrook Hospital's Vilma Castro, RN, Adult/Adolescent SANE; is one of five SANE nurses at NorthShore who—like her peers Michelle Haussermann, RN, Adult/Adolescent SANE; Cheryl Vinikoor, RN, BSN, CEN, Adult/Adolescent SANE; Lauren Lump, RN, Adult/Adolescent SANE; and Christine Duffy, RN, Adult/Adolescent SANE—took on the challenge of becoming SANE-certified to make a difference.

"I want to be an advocate for these patients, and I want to help restore self-worth and dignity," said Castro. "I also want to help them be able to prosecute the people who commit these crimes."



*Vilma Castro, RN*

Castro has been a nurse for 34 years, and one thing that has remained constant is her desire to continue to learn new things and do more for patients. Becoming SANE-certified has enabled

her to do both. "Having the opportunity to build a relationship with these patients, being there to hold their hand and make the process a little easier for them is inspiring," she said. ■



*Renee Slugocki, RN, BSN, with one of her patients during a recent medical mission trip to Vietnam.*

## Making a World of Difference

A once-in-a-lifetime opportunity is how Renee Slugocki, RN, BSN, described her 10-day medical mission trip to Vietnam. One of 50 Operation Walk volunteers, Slugocki served as a Post-Anesthesia Care Unit (PACU) nurse for 51 severely underserved Vietnamese men and women who received life-changing hip and knee replacements.

Slugocki and her colleagues were tremendously moved by both the poverty and the positive spirit of their patients, some of whom suffered from crippling disabilities for years and lived on an annual income of about \$300.

"By the end of the day, patients were laughing and joking with us. There are so many things we take for granted that other people don't even know exist," said Slugocki. "I also learned that the power of touch is a universal language. Even when you can't understand their words, a smile or the simple act of holding someone's hand can make a huge difference."



## Enriching Nursing Through Research



NorthShore has a rich tradition of supporting nursing research and encouraging nurses at all stages of their career to pursue viable research endeavors. Thanks to a generous grant from the North Suburban Healthcare Foundation, the new NorthShore University HealthSystem Nurse Research Fellowship Training Program provides intense training and support for clinical nurses interested in patient-centered outcomes research.

Kim Cholewa, RN-BC, BSN, has the honor of being named the first Nurse Research Fellow and will be pursuing a project related to complementary therapies for pain control in oncology patients. Cholewa will focus on the effect of physical activity and a structured exercise program on pain management.

As a staff nurse at Glenbrook Hospital's 5 South unit, Cholewa has cared for many oncology patients and believes there is always room for improvement in providing care and quality of life for patients.

"I feel it's a professional responsibility to expand our knowledge and always strive to do better for patients," Cholewa said. "It's time for me to start seeing what else I can do for patients."

Clinical Nurse Manager Carole Smith, MSN, RN, highly recommended Cholewa for the fellowship and is confident she will excel. "Kim is a consummate professional who graciously passes her knowledge and skill as a preceptor to new nurses," Smith said. "Her personal quest for knowledge is seen on a daily basis with her patient and family interactions as well as physicians and co-workers."

Vida Vizgirda, RN, PhD, JD, OCN, Nursing Professional Development and Research Director is thrilled to have North Suburban Healthcare Foundation support to develop the program and equally pleased to have Cholewa as the inaugural fellow.

"This grant will help us develop novice researchers taking nurses with strong clinical backgrounds and teaching them how to do effective research," said Vizgirda. "Kim has the interest and the drive and has already shown leadership qualities. It's great that we have young nurses showing interest in research. We're building that culture here, and this additional resource will help it grow even stronger."

"I want to thank the North Suburban Healthcare Foundation for providing this opportunity and my managers for all their support and backing me for this challenge," said Cholewa. ■

Vida Vizgirda, RN, PhD, JD, OCN (left) and Kim Cholewa, RN-BC, BSN



## Transforming Care Delivery at Home

Sharon Falasco, RN, BSN, brings a personal commitment to her patients' wellness along with 18 years of nursing experience to her relatively new role as a NorthShore Home Health nurse.

"I love patient care. I love helping and reassuring patients and fostering a positive environment and self-assurance," Falasco said. "We're a team, and I always make it clear to patients that 'we're in this together.'"

Falasco also brings specialized cardiac experience to her home health practice and has provided exceptional care in particular for many congestive heart failure patients.

Falasco's efforts have led to a dramatic reduction in hospitalizations and have significantly improved quality of life for these patients—a key goal of NorthShore's Ideal Transition Team.

"What Sharon is doing is a great thing," said NorthShore Cardiologist David Najman, MD. "One of my patients right now would easily be in the hospital or living very symptomatically had it not been for her care."

Falasco points to her positive relationships with Dr. Najman and other physicians and the importance of immediate and effective communication in providing optimal patient care. The ability to stay in constant touch through

NorthShore's Electronic Medical Record (EMR) system is invaluable.

While some patients are initially hesitant about having a home health nurse, they often become the most grateful as their symptoms fade and they feel better. In addition to monitoring symptoms and medications, Falasco places a strong emphasis on educating patients and their families about diet and lifestyle. Sometimes that means being strict with patients when there is a compliance issue, but Falasco believes it is important to be open to each individual's style and interests and "treat them like a family member."

"Her patients look forward to her visits, and her service to them is so vital," said Home Health Manager Sue Wiebe. "Home Health nurses like Sharon work hard, combining excellent assessment and teaching skills to help patients stay where they want to be—at home."

Even the most demanding encounters are always offset by the gratitude and trust Falasco earns from patients and their family members. "It's amazing how appreciative people are and how rewarding this is even on the most challenging days," Falasco said. "It's nice knowing you made a difference for people." ■



Sharon Falasco, RN, BSN, and Dr. David Najman



Lori Boex, RN, and Tina Stretch

## Connecting to Patients by Listening

Busy days are typically the norm in the world of nursing. While demands on nurses' time continue to increase, sometimes slowing down provides the most lasting benefits.

"The greatest gift we can offer is to be patient and simply listen," said Palliative Care Clinical Coordinator Lori Boex, RN. "To just stop in a room for a few minutes, put yourself in their shoes and listen to where they are can help you guide patients and their families through the process."

Boex spent 21 years as an Intensive Care Unit (ICU) nurse at Evanston Hospital before stepping up to her new role in the Palliative Care Unit nearly three years ago.

"The best part of my job is working with great nurses and hopefully giving them something from my years of experience," Boex said. "Here it's about accepting the circle of life. For staff, it's important to think about the care you would want for your own loved ones and being able to empathize and help people through a process that's not always comfortable."

"Lori is a wonderful nurse. In the ICU, she was an exceptional clinical resource for staff and mentored many new nurses. She also showed a passion for end-of-life issues and helping patients and families reach decisions that were often difficult," recalled Clinical Nurse Manager Renee Fasanella, RN, MSN, BSN, CCRN.

Tina Stretch has been on the receiving end of Boex's care and empathy in both the ICU and the Palliative Care Unit where her mother died two years ago after a 10-day stay.

"Lori is so calm and competent. She's a very take-charge kind of person, but not at all in a pushy way," said Stretch. "We had an immediate sense of partnership with her and comfort in the team. They got to know my mom as a human being, not just as end-stage renal disease."

Stretch came back to the unit on the first- and second-year anniversaries of her mother's death with gifts for the care team. "I'll go back every year as long as I can to affirm what they've done for us and so many other patients," she said. ■



## Cultivating Nurse-Physician Collaboration

Twelve physicians were honored by Skokie Hospital's Magnet Nurse Champions in the first-ever Physician Excellence Awards in 2013. The recognition program was deemed so successful, there are plans to replicate it at all NorthShore Hospitals as an annual event.

The awards were designed as a way to not only honor deserving physicians, but also highlight the importance of the nurse-physician relationship, explained Clare Haben, RN, one of the Magnet Champions who helped bring the program to life. Professional relationships are represented as one of the five key elements in NorthShore's new Professional Practice Model, and thus became the focus of the new awards.

Nurses from each unit nominated physicians based on six criteria, including: positive nurse-physician relationships, clinical expertise, responsiveness to pages and calls, effective and respectful communication, efficiency and collaboration, and enjoyment of their work.

The recipients were invited to a breakfast where excerpts from their nominations were read before each physician was individually presented an award. "They were so appreciative," said Haben. "We were surprised by how much it meant to them."

"This was a very meaningful award to me," said Orthopaedic Surgeon Alex Gordon, MD. "To be acknowledged by the nursing staff is one of the highest honors. This represents what we do every day in terms of patient care. Good communication with nurses is very important to providing good patient care."

Serving as a Magnet Champion has been a positive experience for Haben, who said it has allowed her to connect even more with her unit. "I feel very lucky to be at NorthShore, where nurses are treated so well," she said. ■

*Orthopaedic Surgeon Dr. Raju Ghate (center) receives his Physician Excellence Award from Skokie Hospital nurses (from left) Lauren Sallese, MSN, RN, ONC; Barbara Croak, MS, RN, NE-BC; Monica Sherlock, MSN, RN, NE-BC; Clare Haben, RN; and Nursing Vice President Mary Keegan, MSN, RN.*



*Samantha Saltzman, RN*

## Honoring Excellence

NorthShore's House Staff/Nursing Collaboration Award is presented quarterly to recognize and promote collaboration between nursing and physicians to enhance patient care. Evanston Hospital Emergency Department Nurse Samantha Saltzman, RN, was a recent winner who exemplified the essential criteria for honorees: teamwork, patient-centered focus, proactive, professional and thorough.

"It made me really, really happy to know that the doctors thought I was easy to work with," said Saltzman. "The award itself made me realize that NorthShore cares about communication between doctors and nurses."

Open and effective communication between physicians and nurses not only makes for better working relationships for everyone, but also benefits patient care, added Saltzman. ■

## Surgeon’s Efforts Fuel Nursing Scholarships

An expert hand surgeon on NorthShore’s Professional Staff for nearly 24 years, Leon Benson, MD, knows the critical value of nursing. “Nursing care is the backbone of how well patients do in the hospital. You can’t overestimate the importance of nursing on patient outcomes,” he said.

While serving a two-year term as President of the Professional Staff, Dr. Benson also advocated for greater support of nurses, including philanthropic contributions to NorthShore Foundation’s Nursing STARs (Say Thanks And Recognize) program, which provides scholarships to NorthShore nurses.

After attending the annual scholarship awards program, Dr. Benson saw firsthand how grateful nurses were for the financial support. He became determined to do even more to contribute. “Offering more opportunities for our nurses to pursue higher education is something that really makes a difference and ultimately benefits our patients,” he said.

Dr. Benson, with help from the Professional Staff office, planned the first annual golf outing to support Nursing STARs

in 2013. Proceeds from that event and additional contributions from Professional Staff raised nearly \$22,000 for the STARs scholarship fund.

“To be recognized in this way by the Professional Staff and for them to dedicate their time and resources like this really speaks to the importance of what our nurses do every day,” said Chief Nursing Officer Nancy Semerdjian, RN, MBA, CNA-BC, FACHE. “This is a wonderful recognition, and we’re grateful for their support.”

Having planned the golf outing in near-record time last year, Dr. Benson hopes it will be even larger and more successful in 2014, and will continue to grow as an annual fundraiser for STARs.

“Our nursing staff is committed to high-quality care of our patients, and they share our values of excellence,” added Dr. Benson. “Sometimes I think nurses may be taken for granted. I want to make sure they’re recognized for their tremendous support and care of our patients. Our nursing staff is truly a cut above.” ■



*Nursing STARs scholarship recipient Josephine Delgadillo, RN, and Orthopaedic Surgeon Dr. Leon Benson*



**NorthShore nurses personify professionalism and are eager to advance their knowledge in their clinical or functional area of specialty. Among our 2,500 nurses and advanced practice nurses, certification and specialty credentials are held in the following areas:**

Adult Nurse Practitioner Board Certified (ANPBC)  
Advanced Oncology Certified Nurse Practitioner (AOCNP)  
Advanced Practice Nurse (APN)  
Advanced Trauma Care for Nurses (ATCN)  
Cardiac Surgery Certification (CSC)  
Cardiovascular Nurse Specialist (CVNS)  
Certified Addiction Registered Nurse (CARN)  
Certified Ambulatory Perianesthesia Nurse (CAPA)  
Certified Childbirth Educator (CCE)  
Certified Clinical Research Coordinator (CRC)  
Certified Diabetes Educator (CDE)  
Certified in Electronic Fetal Monitoring (C-EFM)  
Certified Emergency Nurse (CEN)  
Certified Gastroenterology Nurse (CGRN)  
Certified Hospice and Palliative Nurse (CHPN)  
Certified Medical Surgical Registered Nurse (CMSRN)  
Certified Neuroscience Registered Nurse (CNRN)  
Certified Nurse Operating Room (CNOR)  
Certified Nurse Practitioner (CNP)  
Certified Pediatric Emergency Nurse (CPEN)  
Certified Pediatric Nurse (CPN)  
Certified Plastic Surgery Nurse (CPSN)  
Certified Post-Anesthesia Nurse (CPAN)  
Certified Registered Nurse Anesthetist (CRNA)  
Certified Registered Nurse First Assistant (CRNFA)  
Certified Registered Nurse Infusion (CRNI)

Certified Registered Nurse in Ophthalmology (CRNO)  
Certified Rehabilitation Registered Nurse (CRRN)  
Certified Wound, Ostomy and Continence Nurse (CWOCN)  
Child/Adolescent Psychiatric-Mental Health Clinical Nurse Specialist Board Certified (PMHCNS-BC)  
Clinical Nurse Leader (CNL)  
Critical Care Registered Nurse (CCRN)  
International Board of Certified Lactation Consultants (IBCLC)  
Nurse Executive, Advanced-Board Certified (NEA-BC)  
Nurse Executive Board Certified (NE-BC)  
Nurse Practitioner (NP)  
Nurse Practitioner Certified (NP-C)  
Oncology Certified Nurse (OCN)  
Orthopaedic Nurse Certified (ONC)  
Pain Management Nurse (RN-BC)  
Pediatric Nurse Practitioner Board Certified (PNP-BC)  
Progressive Care Certified Nurse (PCCN)  
Psychiatric and Mental Health Nurse (RN-BC)  
Psychiatric and Mental Health Clinical Nurse Specialist Board Certified (PMHCNS-BC)  
Registered Nurse Board Certified (RN-BC)  
Registered Nurse Certified (RNC)  
Registered Nurse Certified in Inpatient Obstetrics (RN-COB)  
Registered Nurse Certified in Maternal Newborn Nursing (RNC-MNN)  
Registered Nurse Certified in Neonatal Intensive Care (RNC-NIC)  
Vascular Access-Board Certified (VA-BC)

---

## Publications, Presentations and Research

**NorthShore nurses are esteemed professionals in their field who share their expertise gained through involvement in publications, presentations and research, including the following:**

### Publications

**Jeffrey Albaugh** (2013) "Urology Nursing Practice Education Preparation, Titles, Training and Job Responsibilities Around the Globe" *International Journal of Urological Nursing*, 7(2), 85-91.

**Jeffrey Albaugh** (2013) "Mixed Methods Study: Small Study Finds That 3 Years After Prostate Cancer Treatment, Men May Report High Quality of Life and Functioning" *Evidenced-Based Nursing*, ebnurs-2013-101420, published online first: July 13, 2013.

**Jeffrey Albaugh** (2013) "What You Need to Know About Urinary Incontinence After Prostate Cancer Treatment" *Coping with Cancer*, January/February 2013.

Atwater, A., **Bednar, S.**, Mayer, T., Jensen, K., **Casey, J.**, Strauss, R. (2013) "Fast-Track Is a Verb and Not a Noun: The Role of ED Fast Tracks" in Strauss, R. and Mayer, T. (Ed.), *Emergency Department Management*, 230-235, McGraw Hill Education.

**Vicki Fahey** (2012) "Being Intentional: Making a Difference in Your Nursing Practice" *Journal of Vascular Nursing*, 30, 98-99.

**Kim Irvin** and **Tina Edwardson** (2013) "Key Players in Collaboration: Clinical Nurse Manager and Clinical Nurse Specialist" *Nursing Management*, 44(6).

**Teo Rafael** and **Madeleine Grimm** (2013) "Intra-Colonic Treatment for C Difficile" *Nursing*, 2013/2014.

**Nancy Rodriguez** (2013) "Colostrum as a Therapeutic for Premature Infants" in R.R. Watson, G. Grimble, V. R. Preedy, and S. Zibadi (Ed.), *Nutrition in Infancy*, Vol. 1, 145-155, Springer.

Maureen Slade, **Deborah Taber**, Jerrold Leikin and MaryLynn McGuire Clarke (2013) "Best Practices for the Valuation and Treatment of Patients with Mental and Substance Use Illness in the Emergency Department" in Leslie S. Zun (Ed.), *Behavioral Emergencies for the Emergency Physician*, Cambridge Medicine.

(continued)

## Presentations (Poster, Podium and Media)

---

**Jeffrey Albaugh, PhD, APRN**, *An Update on Metabolic Syndrome, Diabetes and ED* Podium presentation at the 19th Annual Fall Scientific Meeting of Sexual Medicine Society of North America, New Orleans, LA, Nov. 21.

**Jeffrey Albaugh, PhD, APRN**, *Male Genital Exam Station* Podium presentation at the 19th Annual Fall Scientific Meeting of Sexual Medicine Society of North America, New Orleans, LA, Nov. 21.

**Jeffrey Albaugh, PhD, APRN**, *Vacuum Device Station* Podium presentation at the 19th Annual Fall Scientific Meeting of Sexual Medicine Society of North America, New Orleans, LA, Nov. 21.

**Jeffrey Albaugh, PhD, APRN**, *Sex & Drugs* Podium presentation at the Society of Urologic Nurses and Associates 44th Annual Conference, Chicago, IL, Oct. 14.

**Jeffrey Albaugh, PhD, APRN**, *Focused Advanced Practice Clinical Workshop: Erectile Dysfunction Treatment Station* Podium presentation at the Society of Urologic Nurses and Associates 44th Annual Conference, Chicago, IL, Oct. 12.

**Jeffrey Albaugh, PhD, APRN**, *Advanced Urologic Review for the RN and APN: Male Sexual Dysfunction and Infertility* Podium presentation at the Society of Urologic Nurses and Associates 44th Annual Conference, Chicago, IL, Oct. 11.

**Jeffrey Albaugh, PhD, APRN**, *Sexual Dysfunction and Renal Disease* Podium presentation at the 12th Annual Sanford Kidney Services Nephrology, Dialysis and Transplant Symposium, Fargo, ND, Sept. 19.

**Jeffrey Albaugh, PhD, APRN**, *Evaluation and Management of Testosterone Deficiency* Podium presentation at the American Academy of Nurse Practitioners Annual Conference, Las Vegas, NV, June 21.

**Jeffrey Albaugh, PhD, APRN**, *PSA Testing as Screening for Prostate Cancer: The Current Controversy, to Test or Not to Test?* Podium presentation at the American Academy of Nurse Practitioners Annual Conference, Las Vegas, NV, June 21.

**Jeffrey Albaugh, PhD, APRN**, *What Predicts Sexual Dysfunction in Men on Active Surveillance?* Podium presentation at the American Urologic Association Annual Meeting Research Podium Presentation, San Diego, CA, May 6.

**Jeffrey Albaugh, PhD, APRN**, *Sex & Intimacy After Prostate Cancer* Podium presentation at the Chicago Metro Society of Urologic Nurses and Associates Annual Meeting, Oakbrook, IL, April 27.

**Jeffrey Albaugh, PhD, APRN**, *Male Sexual Health and Reproduction* Podium presentation at the Society of Urologic Nurses and Associates Annual Symposium, Savannah, GA, March 7.

**Jeffrey Albaugh, PhD, APRN**, *Sex & Intimacy Issues* Podium presentation at the Veterans Administration Advanced Family Topic Seminar Series. Live Meeting per Teleconference/Online coordinated through St. Louis, MO, Feb. 25.

**Jeffrey Albaugh, PhD, APRN**, *Sexual Dysfunction: His & Hers* Podium presentation at the Northern Illinois Affiliate of WOCN, 16th Annual Professional Education Day, Lombard, IL, Oct. 9.

**Jeffrey Albaugh, PhD, APRN**, *Male Sexual Dysfunction* Podium presentation at the Magnolia Society of Urologic Nurses and Associates Chapter Annual Meeting, New Orleans, LA, Nov. 2.

**Jeffrey Albaugh, PhD, APRN**, *Penile Rehabilitation After Prostate Cancer Treatment* Podium presentation at the University of Chicago Pritzker School of Medicine Urology Grand Rounds, Chicago, IL, Oct. 30.

**Jeffrey Albaugh, PhD, APRN**, *Female Sexual Dysfunction* Podium presentation at the University of Illinois at Chicago College of Nursing. Healthcare of Women III Lecture for Nurse Midwifery and WHNP, Chicago, IL, Oct. 30.

**Jeffrey Albaugh, PhD, APRN**, *Sex & Intimacy After Prostate Cancer* Teleconference presentation for Us TOO Phoenix Northeast Valley Chapter, Phoenix, AZ, Oct. 7.

**Jeffrey Albaugh, PhD, APRN**, *Life After Prostate Cancer: Sex & Intimacy* Podium presentation at the 9th Annual Us TOO Sea Blue Prostate Cancer Walk/Run, Chicago, IL, Sept. 15.

**Jeffrey Albaugh, PhD, APRN**, *Sex & Intimacy After Prostate Cancer* Podium presentation at the Us TOO Joliet Chapter, Joliet, IL, Aug. 21.

**Jeffrey Albaugh, PhD, APRN**, *Sex & Intimacy After Prostate Cancer* Podium presentation at the Us TOO Walnut Creek Chapter, Walnut Creek, CA, June 27.

**Jeffrey Albaugh, PhD, APRN**, *Reclaiming Sex & Intimacy After Prostate Cancer* Podium presentation at the Us TOO Lombard Chapter, Lombard, IL, June 15.

**Jeffrey Albaugh, PhD, APRN**, *What Every Man and His Partner Should Know: Prostate Cancer Awareness and Survivorship* Podium presentation at the Cancer Support Community of Greater St. Louis/Prostate Net, St. Peters, MO, May 23.

**Jeffrey Albaugh, PhD, APRN**, *Sexual Dysfunction* Podium presentation at the University of Illinois at Chicago College of Psychiatry, Chicago, IL, Feb. 14.

**Jeffrey Albaugh, PhD, APRN**, *Sex & Intimacy After Prostate Cancer* Podium presentation at the Mercy Hospital Us TOO Support Group Meeting, Chicago, IL, Feb. 9.

**Jeffrey Albaugh, PhD, APRN**, *An Evening of Survivorship: Re-establishing Sexual Intimacy* Podium presentation at the Life Cancer Survivorship Program at Cancer Wellness Center, Northbrook, IL, Feb. 7.

**Jeffrey Albaugh, PhD, APRN**, *Life After Prostate Cancer Treatment: Improving Intimacy* Podium presentation at the Ingall's Hospital Us TOO Homewood Cancer Support Center, Homewood, IL, Jan. 24.

**Jeffrey Albaugh, PhD, APRN**, *Male and Female Sexual Dysfunction* Podium presentation at the University of Chicago College of Medicine Urology Grand Rounds, Chicago, IL, Jan. 9.

**Jeffrey Albaugh, PhD, APRN**, *Prostate Cancer Patient and Caregiver Burden of Illness Survey Satellite Media Tour* TV and Radio Interviews from Chicago Television Studio (Media) Chicago, IL, Sept. 26.

**Jeffrey Albaugh, PhD, APRN**, *Reclaiming Sex & Intimacy After Prostate Cancer Treatment. Closing the Gap on Prostate Cancer in Our Community* Radio Health Show (Media) WGNU 920 AM Radio, St. Louis, MO, May 24.



**Jeffrey Albaugh, PhD, APRN**, *Sex & Intimacy with Prostate Cancer* (Media) The Woman 1380 Radio Show, St. Louis, MO, May 20.

**Vince Arcuri, RN**, Mary Kakenmaster, RN, MSN, and **Vida Vizgirda, RN, PhD, JD** *The Impact of a DEU on Staff Nurses and Students: A Collaborative Study Between Academia and Practice* Poster presentation at the First Annual Advocate Nursing Research Symposium: Collaborating to Advance the Profession, Oak Lawn, IL, April 9.

**Maureen Barrett, RN, MSN** *Nurses' and Patient Care Technicians' Perceptions of Toileting Patients on High Fall Risk* Poster presentation at the Academy of Medical Surgical Nurses' Annual Convention, Nashville, TN, Sept. 26 -28.

**Maureen Barrett, RN, MSN** *Nurses' and Patient Care Technicians' Perceptions of Toileting Patients on High Fall Risk* Poster presentation at the Academy of Medical Surgical Nurses' Chicago Chapter, Northwestern Memorial Hospital, Chicago, IL, Nov. 1.

**Sue Bednar, RN, MSN, APN** *Innovative Care Models Using APRNs and PAs* Podium presentation at the 3rd Annual APRN/PA Educational Summit: Advancing Provider Practices, Nov. 15.

**Renee Fasanella, RN, MSN, Dianne Frank, RN, BSN, Antigone Kokalias, RN, BSN, Mary Stare, RN, MSN** *Cross Pollination: A Strategic ICU Floating Plan* Poster presentation at the Nursing Management Congress 2013, Chicago, IL, Sept. 9-13.

**Judith Giovannelli, RN, MSN** *Alarm Fatigue—Dare to Change Practice: "Every Alarm Is Actionable"* Podium presentation at the Greater Chicago Area Chapter, American Association Critical Care Nurses, Chicago, IL, Feb. 12.

**Judith Giovannelli, RN, MSN** *Alarm Fatigue—Dare to Change Practice: "Every Alarm Is Actionable"* Podium presentation at the American Association of Critical Care Nurses' (AACN) National Teaching Institute (NTI), Boston, MA, May 21.

**Cory Gustafson, RN, MSN** *Identifying Workload in an Ambulatory Oncology Clinic* Poster presentation at the ONS Congress, Washington, D.C., April 24-26.

**Cory Gustafson, RN, MSN** *Identifying Workload in an Ambulatory Oncology Clinic* Poster presentation at the 17th Annual Convention and Leadership Summit, Oak Brook, IL, CCONS Chapter Meeting, Rosemont, IL, July 18.

**Cory Gustafson, RN, MSN** *Identifying Workload in an Ambulatory Oncology Clinic* Podium presentation at the 17th Annual Convention and Leadership Summit, University of Santo Tomas Nurses Association of America, Oak Brook, IL, Aug. 2.

**Karen Kopan, RN, DNP, APN-CNP** *Critical Care Simulation Scenarios for Nurse Practitioner Orientation* Poster presentation at the Doctor of Nursing Practice Conference, Phoenix, AZ, Oct. 18.

**Lynn Mayberry, RN**, and **Sue Wolf, RNC-NIC** *Growth Parameter Outcomes in the High Protein Era...How Does NSUH Fare Against the Vermont Oxford Network* Webinar broadcast (Mead Johnson sponsor), Nov. 20.

**Diana Muench, RN, MSN; Vida Vizgirda, RN, PhD, JD; Peggy Ochoa, RNC-OB, MS; Anna Palafox; and Pam Aitchinson, RN, BSN** *Simulation Education for Managing Infusion Reactions* Podium presentation at the Oncology Nursing Society Annual Convention, Washington, D.C., April 27.

**Cathy Paoletti, RN** *Is the Incidence of Gram Negative Colonization in Nasogastric Tubes Higher in Infants Diagnosed with Necrotizing Enterocolitis or Sepsis Compared to Matched Controls?* Poster presentation at the 2nd Annual Poster Session, 38th Annual Perinatal Nursing Conference: Marching Forward, Transforming Care, Lisle, IL, March 7-8.

**Cathy Paoletti, RN** *Bacterial Colonization of Nasogastric Tubes in the NICU and the Risk for NEC and/or Late-Onset Sepsis: Results of a Clinical Trial* Poster presentation at the 2nd Annual Poster Session, 38th Annual Perinatal Nursing Conference: Marching Forward, Transforming Care, Lisle, IL, March 7-8.

**Holly Pilarek, RNC-NIC**, *A Clinical Trial of an Evidence-Based, Individualized Breastfeeding Support Program for Mothers of VLBW Infants* Poster presentation at the 38th Annual March of Dimes Conference, Lisle, IL, March 11.

**Holly Pilarek, RNC-NIC**, *Breastfeeding for Special Situations* Poster presentation at the Shanghai 4th Neonatal Forum. Children's Hospital Fudan University, Shanghai, China, April 15.

**Holly Pilarek, RNC-NIC**, *Developmental Care and the Family* Podium presentation at the Shanghai 4th Neonatal Forum. Children's Hospital Fudan University, Shanghai China, April 15.

**Holly Pilarek, RNC-NIC**, *Breastfeeding for Special Situations* Podium presentation at the Women and Children's Central Hospital Nurse Conference, Chengdu, China, April 18.

**Holly Pilarek, RNC-NIC**, *Developmental Care and the Family* Podium presentation at the Women and Children's Central Hospital Nurse Conference, Chengdu China, April 18.

**Holly Pilarek, RNC-NIC**, *A Pilot Study of an Evidence-Based, Individualized Breastfeeding Support Program for Mothers of Preterm Infants* Podium presentation at the 13th National Academy of Neonatal Nursing Conference, Las Vegas, NV, Sept. 8-11.

**Teo Rafael, RN, MSN**, and **Madeleine Grimm, RN, MS** *Standardized Intra-Colonic Treatment for Clostridium Difficile* Poster presentation at the First Annual Advocate Nursing Research Symposium: Collaborating to Advance the Profession, Oak Lawn, IL, April 9.

**Nancy Rodriguez, RN, PhD, NNP-BC** *State of the Science: Immune Protection Against Infection with Human Milk Feedings for Premature Infants* Podium presentation at the 8th International Neonatal Nursing Conference, Belfast, Northern Ireland, UK, Sept 5-8.

**Nancy Rodriguez, RN, PhD, NNP-BC** *The Use of Own Mother's Colostrum as a Potential Immune Therapy for Extremely Premature Infants* Podium presentation at the 8th International Neonatal Nursing Conference, Belfast, Northern Ireland, UK, Sept 5-8.

**Nancy Rodriguez, RN, PhD, NNP-BC** *A NICU-Based Nursing Research Fellowship Program for Staff Nurses: Empowered Nurses Lead to Better Patient Outcomes* Podium presentation 8th International Neonatal Nursing Conference, Belfast, Northern Ireland, UK, Sept 5-8.

**Nancy Rodriguez, RN, PhD, NNP-BC** *The Use of Own Mother's Colostrum as a Potential Immune Therapy for Extremely Premature Infants* Podium presentation at the 13th National Neonatal Nurses Conference, Las Vegas, NV, Sept. 9-11.

(continued)

## Presentations (Poster, Podium and Media)

(continued)

**Lauren Rossen, RN, MSN** *A Multimodal Education Plan for New Pediatric Intensive Care Nurses* Poster presentation at the Annual Convention, Association for Nursing Professional Development (ANPD), Dallas, TX, July 19.

**Karen Ciesielka Sasso, RN, APN, MSN**, *Behavioral Therapy for Stress & Urgency Urinary Incontinence* Podium presentation at the 22nd Annual Conference Advances in Urogynecology and Reconstructive Pelvic Surgery, Chicago, IL, June 13.

**Karen Ciesielka Sasso, RN, APN, MSN**, *Behavioral Therapy, Devices & Electrical Stimulation for Urinary Incontinence* Podium presentation at the 18th Annual Rodney Appell Memorial Update in Gynecologic Urology in St. John, USVI, Feb 7.

Mary Kakenmaster, RN, MSN, and **Vida Vizgirda, RN, PhD, JD** *Collaboration Between Nursing Academia and Nursing Practice: The Impact of a DEU on Staff Nurses and Students* Podium presentation at the 2nd Annual Nursing Education and Practice Symposium: Beyond Cooperation to Collaboration, DuPage, IL, April 23.

**Vida Vizgirda, RN, PhD, JD** *Survey Design Methods for Improving Program Evaluation* Podium presentation at the Annual Convention, Association for Nursing Professional Development (ANPD), Dallas, TX, July 19.

Mary Kakenmaster, RN, MSN, and **Vida Vizgirda, RN, PhD, JD** *Partnering to Decrease the Practice Gap: The Impact of a DEU on Staff Nurses and Students* Podium presentation at the National Organization for Associated Degree Nursing, Reno, NV, Nov. 9.

## Research

**PI** = Principal Investigator, **Co-PI** = Co-Principal Investigator, **Co-I** = Co-Investigator

**Jeffrey Albaugh, RN, PhD, APRN (PI)** *Compliance and Outcomes with Penile Rehabilitation in Men after Prostate Cancer Treatment* (Ongoing)

**Olga Amusina, RN, DNP, ACNP-BC (PI)** *Dexmedetomidine as an Adjunct in Patients Undergoing Treatment for Ethanol Withdrawal* (Completed)

**Maureen Barrett, RN, MSN (PI)** *Nurses' Perceptions of Toileting Practices in High Fall Risk Patients* (Completed)

**Mercedes Jenkins, RN (PI)** and **Cathy Paoletti, RN (Co-I)** *A Randomized Clinical Trial to Determine the Accuracy and Reliability of Skin Temperature Measurement with Axillary Placement of Skin Probe for Extremely Premature Infants* (Completed)

**Azam Nazzi Khodahami, RN (PI); Kimberley Spivey, RN, BSN (Co-I); Ann Newkirk, RN, MBA (Co-I); and Karen Plewe, RN, MS (Co-I)** *Examining the Relationship Between the Use of the Schmid Fall Scale and Falls in the Postpartum Population: A Retrospective Chart Review* (Completed)

**Karen Kopan, RN, DNP, APN-CNP (PI)** *Pilot Orientation Program for Critical Care Nurse Practitioners* (Completed)

**Dana Melgar, RN (PI); Mark Kalendr, RN, BSN (Co-I); David Najman, MD (Co-I); Cheryl Wong, RN, BSN (Co-I); David Ha, RN (Co-I); Chinnamma Mathai, RN (Co-I); and Lauren Munoz RN (Co-I)** *The Nurse's Role in Nuclear Stress Testing* (Ongoing)

**Nancy Rodriguez, RN, PhD, APN (PI);** Michael Caplan, MD (Co-PI); Michael Schreiber, MD (The University of Chicago); Fernando Moya, MD (Betty H. Cameron Women's & Children's Hospital, Wilmington, NC) *Oropharyngeal Administration of Mother's Colostrum: Health Outcomes of Premature Infants* (Ongoing)

**Nancy Rodriguez, RN, PhD, APN (PI)** *Lactoferrin Concentrations in Urine Samples of Very Low Birth Weight Infants During the First Three Days of Life* (Ongoing)

**Lauren Rossen, RN, MSN (PI)** and **Patricia Lawrence, RN, MSN, APN (Co-PI)** *Healthcare Providers' Actual and Self-Perceived Knowledge of Inhaler Spacer Use in the Pediatric Patient Population* (Completed)

**Carole Smith, RN, MSN (PI)** *Nurse Interruptions and the Impact of Medication Administration* (Completed)

**Mary Stare, RN, MSN (PI)** and **Judy Giovannelli, RN, MSN (Co-I)** *Nurses' Comfort Level in Caring for Patients Following Implementation of Advance Care Plans* (Ongoing)

**Karmela Swangchan, RN, BSN (PI); Nona Acosta, RN, BSN (Co-I); and Giulianna Jamie, RN, BSN (Co-I)** *Creating a Safe Staffing Pattern in the PACU* (Ongoing)

**Vida Vizgirda, RN, PhD, JD (PI)** and **Mary Kakenmaster, RN, MSN (Co-PI)** *Dedicated Education Unit: An Opportunity for Change* (Completed)

**Sherry Wallingford, RN (PI); Mary Byas, RN (Co-I); Mary Brown, RN (Co-I); Gloria Ricketts, RN (Co-I); Debbie Schug, RN (Co-I); Debbie Alter, RN (Co-I); Kathleen Young, RN (Co-I); and Sandra Feder, RN (Co-I)** *Factors Associated with 30-Day Readmission and Non-Readmission of Heart Failure Patients Post-Hospital Discharge* (Ongoing)

## Awards

**Jeffrey Albaugh, PhD, APRN**, received the Ian Murchie Thompson Lectureship Award for his work on Sex and Drugs from the Society of Urologic Nurses and Associates (SUNA) at its 43rd Annual Conference, Nov. 5, 2013.

**The Evanston Hospital Infant Special Care Unit (ISCU)** received the Silver Beacon Award for Excellence from the American Association of Critical-Care Nurses (AACN).

**Renee Fasanella, RN, MSN**, was recognized as Life Saving Partner by Gift of Hope in Oct. 2013.

**Cathy Paoletti, RN**, received the 2013 Academy of Neonatal Nursing (ANN) Excellence in Neonatal Nursing Practice Award at the 13th National Neonatal Nurses Conference/16th National Mother Baby Nurses Conference in Las Vegas, NV, Sept. 8-11, 2013.

**Karen Ciesielka Sasso, RN, APN, MSN**, received the *Urologic Nursing Outstanding Manuscript Reviewer Award*.

**Nancy Semerdjian, RN, MBA, CNA-BC, FACHE**, received a 2013 Healthcare Leadership Award from *Becker's Hospital Review*.